



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

# WORKER TRAINING GRANTS

Office of Skills Development

Wisconsin Department of  
Workforce Development

November 2013

# Wisconsin Fast Forward Act 9

*Bipartisan legislation signed into law March 2013*

- Funding to create a cutting edge Labor Market Information System (LMIS)
- Funding for \$15 million of worker training grants for businesses
- Created the Office of Skills Development

# Office of Skills Development

- Focuses on skill research/requirements and business training needs rather than the individual job seeker needs
- Manages Wisconsin Fast Forward Worker Training Grant program
- Facilitates targeted workforce collaborations
- Connects education and workforce networks around the state to develop solutions for demand driven training needs

# Demand Driven Training

- Respond to employer demand for skilled workers (business)
- Business drives training programs to meet its current or near-future skilled workforce needs
- Replicable, portable, scalable models

# Training Projects

## **Incumbent (Existing/New Hire/Staffing)**

- Business(es) determines training provider
- Trainee is on the payroll of the business(es) or staffing agency
- Business(es) will increase the trainee's wage due to increased skills from WFF funded training

## **Unemployed or Underemployed**

- Business(es) determine(s) training provider(s) and/or partner(s)
- Trainee is unemployed or underemployed
- Business(es) agree(s) to hire trainee that successfully complete WFF funded training

# Wisconsin Fast Forward Process

- Grant Program Announcements (GPAs)
  - Quarterly GPAs focused on multiple sectors supported by labor market data and workforce demands of businesses
- Competitive rounds of funding
- Set application period with specified deadline
- Review/scoring by OSD and depending on amount, External Evaluation Committee
- Recommendations to DWD Leadership
- Applicant enters into contract with OSD/DWD

# Various Types of Applicants

## **One Business**

Business writes grant application, manages training project, administers grant, reports on outcomes

## **Business and Partner(s)**

Partner may write grant application, manage training project, administer grant, report on outcomes

## **Consortium of Businesses**

Lead Business writes grant application, manages training project, administers grant, reports on outcomes

## **Consortium of Businesses and Partner(s)**

Partner may write grant application, manage training project, administer grant, report on outcomes

# Various Types of Partners

- Private Training Provider
- Public or Private Post Secondary Institutions
- Workforce Development Boards
- Economic Development Organizations
- Chambers of Commerce
- Trade Associations



# ONE THING IN COMMON

EACH APPLICATION INCLUDES A BUSINESS OR CONSORTIUM OF BUSINESSES THAT:

- ✓ NEED WORKERS WITH SKILLS THAT CAN BE DEVELOPED WITH SHORT TO MEDIUM-TERM TRAINING
- ✓ COMMIT(S) TO HIRING THE SUCCESSFUL UN/UNDER EMPLOYED TRAINEE OR TO AN INCREASE IN WAGES IF INCUMBENT TRAINING

# SHORT/MEDIUM-TERM TRAINING

- WFF courses less than one year in duration
- Does not replace existing, routine operational training
- Solves a documented skills need that is not addressed through an existing education or training program
- Enhances the sustainability and growth of the business and workforce
- Provides opportunity for income and career growth for trainees

# TRAINING PROJECT

- Includes the curriculum development, pre- and post-training activities, training, outcome reporting and project closeout
- Two year maximum duration for training projects
- Can consist of multiple, short/medium-term training courses or modules that are less than one year
- Match requirements specific to the award amount detailed in the GPA (cash or in-kind)
  - ✓ trainee wages, benefits and/or stipends paid by the business can be counted as match

# INELIGIBLE TRAINING PROJECT COSTS

- Purchase of Real Estate
- Kindergarten – 12<sup>th</sup> grade programs
- Construction or remodeling expenses
- Ordinary travel, meals and lodging costs of trainees to and from the training
- Purchase of Capital Equipment
  - Individual items with of cost of over \$5,000 and a lifespan of more than one year

# ELIGIBLE TRAINING PROJECT COSTS

- Curriculum development (If paid for by WFF grant funds will become the property of the State of WI)
- Instruction
- Instructional Materials: non-consumable materials required to directly provide training (textbooks, safety goggles, lab coats, equipment  $\leq$ \$5,000 and lifespan of <1 year, etc.) (Institutional Materials match funding is limited to 20% of total project match)
- Instructional Supplies and Operating Expenses: consumable materials required to directly provide training (welding rods, nails, wood, leased equipment, etc.)

# ELIGIBLE TRAINING PROJECT COSTS

## (cont.)

- Facility Rental (in-house match only)
- Consultant/Contractual
- Travel, Meals, Lodging (instructional staff only and group travel, excludes ordinary, individual travel for trainees to/from training)
- Wages/benefits/stipends of trainees (match only)
- Administrative Costs (WFF grant funding limited to 5% of total project budget. Match funding covers >5%)

# GOALS, OUTCOMES, REPORTING

- Metrics:
  - Placements proposed in application versus actual
  - # of Un/Underemployed that gain new employment (Act 9)
  - Wage increases for incumbent workers (Act 9)
- How measure?
  - Pre- and Post-training Assessments
- Reporting
  - Disbursement updates and quarterly reports
  - All awards \$250,000 or more: will require independent audit
  - <\$250,000 - >\$50,000: DWD and/or independent)
  - \$50,000 or less: DWD audit
  - Final Project Report

# APPLICATION PROCESS

Must Submit Online at:

**WisconsinFastForward.com**

- Will need to pre-register (register early, may take a day or two)
- Download or Print:
  - Project Planning
  - Instructions
  - Budget Guidelines
  - Sample Application



# **GRANT PROGRAM ANNOUNCEMENT**

## ***WORKER TRAINING GRANTS FOR WISCONSIN MANUFACTURERS***

- Sector: Manufacturing (NAICS 31-33)
- Company size: Any
- Total funding set-aside: \$1 million
- Award amount: \$5,000 to \$400,000
- Application: long form
- Match: \$1 : \$1 (\$1 applicant / \$1 WFF)
- Deadline: December 16, 2013

# **GRANT PROGRAM ANNOUNCEMENT**

## ***WORKER TRAINING GRANTS FOR WISCONSIN SMALL MANUFACTURERS***

- Sector: Manufacturing (NAICS 31-33)
- Company size: 50 Employees or less
- Total funding set-aside: \$400,000
- Award amount: \$5,000 to \$50,000
- Application: short form
- Match: \$ .50 : \$1 (applicant provides half of the WFF grant amount)
- Deadline: December 16, 2013

# **GRANT PROGRAM ANNOUNCEMENT**

## ***WORKER TRAINING GRANTS FOR CUSTOMER SERVICE REPRESENTATIVE TRAINING***

- Sector: Various
- Company size: Any
- Total funding set-aside: \$1 million
- Award amount: \$5,000 to \$400,000
- Application: long form
- Match: \$1 : \$1 (\$1 applicant / \$1 WFF)
- Deadline: December 9, 2013

# **GRANT PROGRAM ANNOUNCEMENT**

## ***WORKER TRAINING GRANTS FOR THE WISCONSIN CONSTRUCTION INDUSTRY***

- Sector: Construction (NAICS 23)
- Company size: Any
- Total funding set-aside: \$300,000
- Award amount: \$5,000 to \$50,000
- Application: short form
- Match: \$ .50 : \$1 (applicant provides half of the WFF grant amount)
- Deadline: December 2, 2013

# CONTACT INFORMATION

## Program/Policy:

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# QUESTIONS?

# THANK YOU!

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